

MARK ORPEN-LYALL

CONTACT DETAILS	mark@synenergy.world Services we provide: www.synenergy.world 082 496 6079
QUALIFICATIONS	<p>Ph.D in Organisational and Industrial Psychology. Registered Organisational Psychologist, since 2000 (HPCSA).</p>
RECENT WORK ACHIEVEMENTS	<p>Engagement: progressively moved the people rating by 18%, whilst maintaining the task rating at a world class level. Allan Gray has a 90% engagement rate vs. Gallup's worldwide average of 50%.</p> <p>Employee Value Proposition: increased by 50% its awareness and attractiveness to students, and was the largest improver in the national Universum survey.</p> <p>R&S: instituted a referral system that resulted in R2.5 million savings on recruitment agency fees over 12 months.</p> <p>Leadership development programme: had a 98% quality rating from attendees for the 3 year programme. Highest rated presenter on the leadership programme (including the UCT Business School, ex-McKinsey consultants and all the other external facilitators).</p>
WORK EXPERIENCE (2011 onwards)	<p>SYNERGY CONSULTING – (Founded an OD Consultancy). We develop bespoke interventions for our clients based on their specific needs and context. We operate on 3 levels – 1) Individual: Staff and leadership T&D; 2) Team: engagement, team development; 3) Organisational: organizational diagnostics, HR/OD strategy development, culture design, performance management, change management, innovation and creativity, learning organization and employee wellbeing.</p> <p>*From 2011-2015 I was allowed to develop my consultancy whilst working as a permanent employee at Allan Gray. I am now a fully independent consultant.</p>
(2005-2015)	<p>ALLAN GRAY LTD – Cape Town (Largest privately owned asset manager in SA). Head of Organisational Development function (2007 onwards). This included Junior-Senior Leadership Development Streams, Enabling Skills, Acculturation, Engagement, Organisational Diagnostic Assessments, Employee Wellbeing, People Process Reviews and New Building Transition.</p> <p>Initiated and managed the complete HR function (2005-2007). This included: Employment Branding Proposition, Recruitment and Selection, Onboarding, Performance Management, Policies and Procedures, Retention, Industrial Relations.</p>
1998-2005	<p>OLD MUTUAL – Cape Town (FTSE 100 Financial Services) HR Manager (2000-2004); Recruitment and Selection Consultant (1998-1999)</p>
1997	<p>PINEAPPLE WESTSIDE – London (Gymnasium and Spa) Gym Manager and Personal Trainer</p>
1996	<p>UNILEVER SA– Boxburg and Stellenbosch (FMCG) HR Consultant at Unifoods and Simonsberg Cheese</p>
1994	<p>HARRODS LTD - London (Retail department store) HR Assistant, Sales Assistant</p>
REFEREES	<p>Rob Dower, current COO of Allan Gray; Greg Fury, ex-COO of Allan Gray</p>